

WINDERMERE ROWING CLUB

CODE OF CONDUCT



Definitions

Adult at Risk: An adult who has care and support needs; is experiencing or is at risk of abuse or neglect; and because of their care and support needs cannot protect themselves against actual or potential abuse or neglect.

Child or Children: Anyone under the age of 18.

Club Welfare Officer (CWO): The designated individual in a British Rowing affiliated club whose responsibilities are explained in the British Rowing Safeguarding Children and Young People and Adults at Risk Policies.

Coach: A paid or unpaid individual who develops the skills and abilities of one or more athletes, through imparting technical knowledge, and/or guiding practical activity, and/or supporting or coordinating activity.

Code of Conduct: The set of behavioural standards which establishes the expected minimum standards of behaviour.

Competition: A group of one or more events managed by one Organising Committee. This includes, but is not limited to, regatta, indoor rowing events, head races, time trials, bumping races etc

Conflict of Interest: A situation in which an individual has competing interests or loyalties or there may be a perception of or actual bias.

Event: Shall mean a race or series of races, including all time trials, heats, repechages, finals etc, that together determine the winner and the order of placement in a particular class of competition.

Individuals: All participants in rowing, including children, parents/carers, participants, competitors, coaches, umpires, marshals, volunteers and spectators.

Junior: A person who is eligible to compete in Junior class events, as defined by British Rowing Rules of Racing.

Officer: A paid or unpaid individual with a role in a club or competition that contributes to the running or coordination of club or competition activities.

Participant: Any individual who takes part or is involved in any capacity in a rowing activity, competition or event.

Rowing: Rowing includes on-water sliding seat rowing, fixed seat, coastal rowing, indoor rowing (whether in a gym, club, education establishment or home, and coxing rowers).

Social Media: Media designed to be disseminated through social interaction. Social media use internet and web-based technologies to communicate with one another and receive news, information and entertainment. Types of Social Media include networks like Facebook, Twitter, WhatsApp, YouTube, Messenger and blogs and podcasts.

Volunteer: An individual who freely gives their time to contribute for the benefits of a Club, Competition or British Rowing. They may or may not be a paying member of a rowing club.

1. Introduction

In May 2022, British Rowing updated its Code of Conduct in support of its commitment to protect the values and integrity of rowing. As the governing body for the sport of rowing (both indoor rowing and rowing on the water) in England, it is responsible for the participation and development of rowing and setting the standards that apply at every level and by all participants.

Windermere Rowing Club (WRC)'s Code of Conduct is informed by the British Rowing Code of Conduct; the British Rowing Code of Conduct is applicable to anyone who is involved in the sport of rowing in England, including (but not limited to):

- Rowers and coxes
- Parents, Guardians, Carers, Supporters
- Coaches and Instructors
- All Volunteers

British Rowing Values

This Code of Conduct serves to set out the expected behaviours and conduct for participants based around the three pillars of British Rowing's strategic values of '**Teamwork**', '**Open to All**' and '**Commitment**'.

How to use this document

Section 2, **The Rights of Individuals**, applies to everyone in Rowing no matter at what level, or involvement.

Section 3 sets out **Standards of Conduct for all Participants**, describes behaviours which are specific to the role you may hold.

Section 4 sets out the **Standards of Conduct for Coaches, Instructors, Officials, Umpires and Volunteers**.

The final section is relevant to any individual working with Junior Rowers. Whilst WRC does not currently have a Junior Section, it is important to reflect the specific responsibilities of the Club should any Junior rowers attend the club with family or as visitors

All individuals must be aware of both the general and particular requirements of conduct that apply to them, and must appreciate that it is their personal responsibility to fulfil them on every relevant occasion. If there is any doubt, they should seek advice.

Breaches of the Code of Conduct

This Code of Conduct prohibits conduct ranging from serious criminal acts to unsportsmanlike behaviour or a lack of courtesy. Not all breaches will justify the taking of formal disciplinary action. WRC will aim to resolve, formally or informally, many issues arising from breaches occurring within Club activities in accordance with WRC disciplinary and grievance procedures. British Rowing encourages all individuals to work together in a collaborative manner to identify and resolve minor breaches.

Any significant or repeated breach of this Code of Conduct may be investigated under the appropriate disciplinary or grievance procedures. Reports or complaints should be made in the first instance to the Club Captain or, if he/she is not available, to the Chair or Vice Chair (**see WRC Grievance and Disciplinary Procedure**).

Guidance about how to report a concern to British Rowing is outlined in the British Rowing Whistleblowing Policy.

In addition to the outlined expectations in this document, all individuals should be knowledgeable of, and abide by:

- British Rowing Safeguarding and Protecting Children Policy
- British Rowing Safeguarding and Protecting Adults at Risk Policy
- British Rowing Equity Policy
- British Rowing Anti-Doping Policy
- British Rowing Integrity Policy
- British Rowing Whistleblowing Policy
- British Rowing Disciplinary and Grievance Procedures

For more information go to <https://www.britishrowing.org/about-us/policies-guidance/>

2. Rights of Individuals

Everyone in rowing has the right:

1. to participate in rowing
2. to enjoy safe participation in rowing without fear or harassment
3. to be respected and treated as individuals at all times
4. to receive support for their individual needs within reason
5. not to be pressurised to train or compete
6. to be communicated with in a respectful and caring manner
7. to be treated in accordance with British Rowing Codes, Regulations, Rules and Policies
8. to enjoy an environment free of discrimination on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity
9. to challenge discrimination in whatever form it takes

10. to enjoy an environment free of sexual harassment, sexual abuse and any behaviour that could be construed as abuse
11. to make a complaint, and to be heard and have their complaint acted upon in accordance with the disciplinary and grievance procedure of WRC and, where appropriate, the disciplinary and grievance procedure of British Rowing.

3. Standards of Conduct for all Participants

(Including Parents or Carers of Children or Adults at Risk who are involved in Rowing)

All individuals must understand that their own competitive aspirations or those of other members of the rowing community do not ever justify failure to promote and follow British Rowing's Code of Conduct, Regulations, Rules and Policies.

*All individuals **must**:*

1. adhere to the letter and the spirit of British Rowing Codes, Regulations, Rules and Policies, and those of their own Club, an Event or relevant organisation;
2. comply with the British Rowing Anti-Doping and Integrity Policies;
3. not behave or conduct themselves in any manner which could bring the sport of rowing, British Rowing WRC into disrepute;
4. not allow any form of behaviour that might violate any of British Rowing or WRC's Codes, Regulations, Rules of Policies to go unchallenged;
5. not engage in acts of verbal or physical abuse;
6. not use or encourage others to use illicit drugs whilst participating in rowing or assisting others in rowing;
7. respect the rights, dignity and worth of other Participants, and not discriminate;
8. act equitably and not allow any form of discrimination or victimisation to go unchallenged;
9. not engage in bullying or any other behaviour that could reasonably be viewed as inappropriate;
10. avoid inappropriate relationships which involve one person having a position of authority or influence over another;
11. not carry out any acts for the purpose of cheating or the manipulation of competition;
12. follow the relevant guidance on social media use and not post on social media any content which is inappropriate or offensive.

*All individuals **should**:*

13. not drink alcohol, or be under the influence of prior drinking of alcohol, whilst participating in rowing or coaching, officiating or assisting others in rowing
14. be aware of and follow the policies and procedures in place to ensure the health, safety and well-being of all individuals in Rowing;

15. follow the directions of coaches, umpires and officials of a Club, Event or relevant organisation;
16. be a positive role model at all times;
17. act in a sportsmanlike way during training and competition;
18. not act in any way that would result in an actual or potential conflict of interest.

Additional Standards of Conduct for Parents or Carers of Children or Adults at Risk

Parents can help create a positive sporting environment by being role models for children. In addition to above requirements,

*Parents / Carers **must**:*

1. not force children to participate in the sport or place undue pressure on them;
2. conduct themselves with respect for coaches and officials of the club, event or competition, and other participants, supporters and parents.

*Parents/Carers **should**:*

3. focus on and encourage learning and enjoyment of all aspects of involvement in Rowing;
4. work with the club and/or coach to ensure that the level and type of participation is appropriate to their child, or the adult's stage of development;
5. encourage fair play and sportsmanship;
6. never engage in or tolerate offensive, insulting or abusive language or behaviour;
7. ensure that their child, or the adult, understand the requirement to follow the rules of their club and of Events and Competitions and to adhere to British Rowing Codes, Regulations, Rules and Policies.
8. Ensure they understand what good safeguarding practice is and understand their child or adult's commitment to clean sport.

4. Additional Standards of Conduct for Coaches, Instructors, Officials, Umpires and Volunteers

Anyone with a position of authority should lead by example. Everyone should conduct themselves with a high degree of honesty, integrity and competence.

Coaches must also be familiar with and abide by the UK Coaching Code of Practice.

*Coaches, Officials, Umpires and Volunteers **must**:*

1. act equitably in officiating and combat discrimination on the basis of gender, age, race, colour, sexual orientation, political opinion, etc.;

2. condemn cheating, manipulation of competition, and the use of prohibited substances or methods and take responsibility for providing guidance and education to participants on these issues;
3. conduct an appropriate risk assessment before undertaking any Rowing related activities, ensuring the environment is as safe as possible and referring to British Rowing RowSafe for guidance;
4. take action to report concerns they may have about behaviour towards any participant in accordance with British Rowing policies and guidelines;
5. maintain an environment free of fear and harassment;
6. observe appropriate boundaries and relationships with their participants;
7. not behave in a manner that could be seen as abuse of any kind;
8. not force anyone to participate in the sport of place undue pressure on them;
9. comply with British Rowing Codes, Regulations, Rules and Policies;
10. not allow any form of behaviour that might violate the British Rowing Codes, Regulations and Rules to go unchallenged;
11. avoid sexual intimacy with Participants, either while coaching/instructing them, or in the period of times immediately following the end of the coaching relationship; or the duration of any coaching relationship or in the period of time immediately following the end of the coaching relationship;
12. ensure any physical contact is appropriate and necessary, and is carried out within the recommended guidelines and only with the participants' full consent and approval;
13. not assume responsibility for any role which they are not qualified or prepared for, or mislead others as to the level of their qualification or competence;
14. maintain confidentiality and comply with any data protection legislation;

*Coaches, Instructors, Officials, Umpires and Volunteers **should**:*

15. uphold an environment of inclusivity;
16. be aware of the physical and emotional needs of all Participants (especially at the developmental stage), and ensure that training loads and intensities are appropriate, referring to British Rowing How Much and How Often and Rower Development <https://www.britishrowing.org/knowledge/rower-development/> for guidance;
17. be aware of and follow the policies and procedures in place to ensure the health, safety and well-being of all participants in Rowing;
18. recognise the rights of all Participants to be respected, treated as equals, with their dignity preserved;
19. recognise the rights of Participants to seek advice from other coaches and experts;
20. always be clear about the nature of coaching services or any other services being offered including costs involved;
21. promote the concept of a balanced lifestyle, supporting the well-being of Participants in and out of Rowing;
22. be appropriately discreet in any conversations about Participants, coaches or any other individuals;

23. display control, respect, dignity and professionalism to all involved in Rowing, accepting responsibility for their actions;
24. make a commitment to providing a high-quality service to Participants;
25. commit to ongoing continual professional development to ensure safe and correct practice;
26. work respectfully with other organisations, ensuring that required levels of communication, collaboration and permissions are observed;
27. promote good practice in others and challenge any poor practice they observe;
28. demonstrate proper personal behaviour and conduct at all times;
29. hold relevant insurance and, where appropriate, current British Rowing membership.

Additional Standards of Conduct for any Individual working with Children

In addition to the above, anyone working with children (rowers and coxes under 18) **must** be familiar with, comply with and promote the British Rowing Safeguarding and Young People Policy, and Safeguarding Handbooks.

*Individuals **must**:*

30. recognise that the welfare of Children is paramount, and that the need to ensure that children are protected is a primary consideration and may override the rights and needs of those adults working with them;
31. follow British Rowing's guidance on the use of social networking services and Social Media, and text and email messaging;
32. observe appropriate boundaries and relationships with juniors including use of contact and in language and communication both in person and in a virtual context;
33. always be publicly open when working with children, and avoid coaching, meetings or situations where a child or children and the individual are completely unobserved;
34. work with the child's parent/carer to ensure that the level and type of participation is appropriate to the child's stage of development.

Additional Standards of Conduct for any Individual working with Adults at Risk

In addition to the above, anyone working with adults who have care and support needs must be familiar with, comply with and promote the British Rowing Safeguarding Adults at Risk Policy and Guidance documents. For the purpose of this sections adults at risk will be address as 'adults'.

Individuals must:

1. Recognise that the welfare of the adult is paramount and that the need to ensure that adults are protected is a primary consideration and may override the rights and needs of staff or volunteers working with them;
2. Understand that diversity is valued, and all adult participants should be treated with dignity and respect;
3. Observe appropriate boundaries and relationships with adults, including use of contact and language and communication;
4. Work with any appropriate carer or guardian to ensure that the level and type of participation is appropriate for the adult and any care and support needs they have;
5. Ensure that the well-being of adults who are at risk of harm will be put first and the adult will be actively supported to communicate their views and the outcomes they want to achieve from disclosing concerns;
6. Ensure that a 'person-centred' approach to safeguarding adults is taken, meaning that no decision about the adult is made, without consulting them first. Adults have the right to be involved in the safeguarding process concerning them.

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